

# CHAPTER I

## INTRODUCTION

### A. Background Problem

An institution or organization is definitely experiencing the pressures and problems, it's still a good internal and external coverage. In this context, the institutions it needs leaders who can control the problems that appear in the body of the institution. Because the primary position for the creation of change institution is held by leaders, for anything related to the organization are under "cold hands" leaders. Organization or institution will have its own dynamics when leader have a good ability in drawing up plans, directs, and controls the changes.<sup>1</sup>

It has become a necessity for the institution to have a skilled personal influence other to do activities together, for the achievement of one or more of the objectives of the institution.<sup>2</sup> Without it will be difficult to leap forward on an institution that was established .

Educational leadership has discussed as means of influence between individuals and other individuals, because the fact is that the leader wants to achieved goal by personals that his flock. Psychologists indeed has given a statement that leaders of the intelligentsia that was higher compared to that of his house, and it became an impediment when thoughts and goals to be achieved were not able to be conveyed to the other the language communicative to his flock. Although sometimes the ability to communicate very good.<sup>3</sup>

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<sup>1</sup> M. Mas'ud Said, dkk., *Leadership Organizational Development Team Building and Innovative Behavior*, (Malang: UIN-Maliki Press, 2010), page 77

<sup>2</sup> Kartini Kartono, *Leaders and Leadership, What is Abnormal Leadership ?*, (Jakarta: PT. RajaGrafindo Persada, 2014), page 87

<sup>3</sup> Winardi, *Leadership and Management* , (Jakarta: PT Rineka Cipta, 2000) page 88

The ability of affecting agar can move within an organization or agency is absolutely a must-have by leaders. Because the leader who has the soul of leadership regarding a process of social influence to affect the behavior of a person or group of people to achieve a particular purpose at a particular situation.<sup>4</sup>

In theory, there is a leadership theory of excess that should be possessed by a leader, i.e. the ratio of the excess with excess use of mind, the excess in the knowledge of the nature and objectives of the Organization, and the advantages in understanding technical moves Organization and decision-making is fast and precise. Next is the spiritual advantages that shows notability of attitude was to his subordinates.

Leadership that brings changes should be based on the soul of leadership that might not be obtained in a short time. The life journey process will push it edify the soul of his leadership so that cristalize in him and implemented in characteristics.<sup>5</sup> the quality of applicative from a leader who has the soul of a good leadership is when able to apply the concept of professionalism in the lead. Due to the application of the values professionalism that's what drove the leader creates a real work is based on the values of modern management. It is the processing or managing who are able to put something on it that is worthy or not worthy and have a standard decision with justification refers to the statute or bylaw organization also general rules, whether binding or not binding.<sup>6</sup>

Remember colleges are educational institutions that will give birth to human resources that have the skill in the field of science and technology, then there is in it a leader who has

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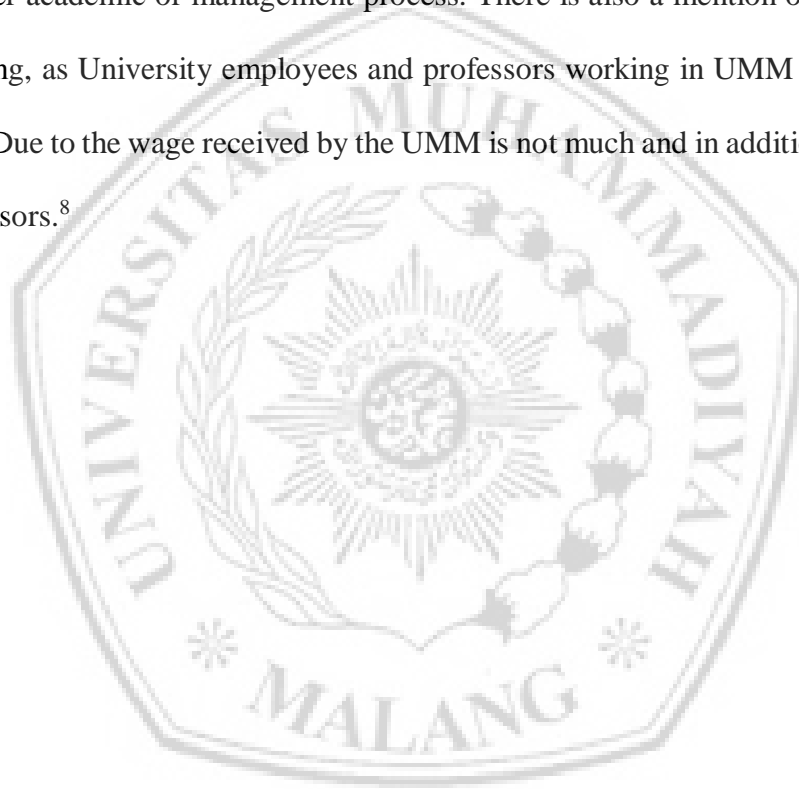
<sup>4</sup> Veithal Rivai, Dkk, *Leaders and Leadership in Organizations* (Jakarta: PT Grafindo Persada) page 5

<sup>5</sup> Irham Fahmi, *Leadership Management Theory and Applications* ,(Bandung: Alfabeta) page 16

<sup>6</sup> *Ibid*, hal. 23.

skills in Managing a college be respected colleges in terms of its quality.<sup>7</sup> Such is the leader who will continue to discover the latest innovations on development of colleges are getting chased by an era of all-round technology such as the current era.

Similar things have been done by a figure by the name of A. Malik Fadjar in reconstructing University of Muhammadiyah Malang or often known as UMM. Then, UMM is often negated by the University community as Morat Marit, as a University that is not clear, either academic or management process. There is also a mention of the other cynical tone, Pacing, as University employees and professors working in UMM also work at other agencies. Due to the wage received by the UMM is not much and in addition a living officers and professors.<sup>8</sup>



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<sup>7</sup> Syahrizal Abbas, *Higher Education Management, Some Notes* (Jakarta: Kencana) page 30-31

<sup>8</sup> Anwar Hudijono & Anshari Thayyib, *Blood Master Blood of Muhammadiyah Journey of Life Abdul Malik Fadjar*, (Malang: UMM Press) page 90-91

## **B. Formulation of The Problem**

Based on discussion with the title and the above problems, then it can drag the formulations of the problem as follows:

1. How the thought of A. Malik Fadjar of UMM as the ideal College?
2. How to style leader A. Malik Fadjar develop the UMM?

## **C. Research Objectives**

Some of the things that became the goal of this research. Here are some of the goals that the author pointed out:

1. To describe more about the thinking of education A. Malik Fadjar about UMM as the ideal college.
2. To outlining styles of A. Malik Fadjar leadership develop the UMM

## **D. Benefits Research**

The writer had great expectations, in the research and drafting of the essential against:

1. For Researchers

As patrons in developing institutions, especially colleges with the thinking and style of leadership of A. Malik Fadjar, also add to the knowledge and insight into the challenges and constraints in leading a college institution. And the last one for the researchers was able to make the learning as invaluable in forging themselves into future leaders.

2. For the reader

- a. Enrich the corpus of knowledge about thought and leadership style A. Malik Fadjar in expands UMM

b. this particular Research can be beneficial to the improvement of the quality and performance of the leaders in leading colleges who are improving the quality of the institution or institutions of higher education.

### **E. Limitation Of Term**

So that the principal issue was discussed more systematic and conical, in the writing of this required the existence of term limitations, as follows:

#### **1. Leadership**

The advance of an educational institution is not as easy as flipping the palms. Various efforts have also been undertaken by the Agency stakeholders. In this case, leader is the most important role in the development of an agency.

In this research the word "leadership" limited in education. And will analyze in depth about the concept of college leadership. The ideal leadership as well as always being a role model in terms of the development of an educational establishments.

### **F. Systematic Writing**

In this study the author has devised systematic writing. This will make it easier for the reader in reviewing the contents of the research. And the systematics are as follows:

1. Chapter I: introduction, covers: background to the problem, the Problem Formulation, research objectives, the benefits of the research, the limitations of the term, and Systematics research.
2. Chapter II: literature review the literature review, made up of the concept of educational leadership.

3. Chapter III research methodology, includes a description of research methods and analysis  
Chapter IV research results, covering about A. Malik Fadjar thought about management development UMM.

Chapter V Closing, which includes conclusions and suggestions that are built for revamping and progressiveness be better what he has done.

